## **EXHIBIT**

## **EMPLOYEE DISCIPLINARY REPORT**

To Personnel Department:		
The following warning was issued toda	y and I desire that the warning be mad	e a part of the official record.
leFfery Dent	- :0:~	8/12/00
NÄME	DEPARTMENT	DATE OF WARNING
1. ( ) UNREPORTED ABSENCE	6. ( ) FAILURE TO OBEY ORDERS	11. ( ) VIOLATION OF SAFETY RULES
2. X TARDINESS	7. ( ) FIGHTING ON COMPANY PREMISES	12. ( ) DEFECTIVE & IMPROPER WORK
3. ( ) DRINKING ON DUTY	8. () LEAVING WITHOUT PERMISSION	13. ( ) CARELESSNESS
4. ( ) REPORTING UNDER THE INFLUENCE OF ALCOHOL	9. () HOUSEKEEPING	14. ( ) DESTRUCTION OF COMPANY PROPERTY
5. ( ) INSUBORDINATION	10. ( ) IMPROPER CONDUCT	
	REMARKS	
Reporting To W	lork 20 min. Late	e With No
Excure QVe	Had 3 Customers	
oil Changes + H	End to Dispatch To	OTher Techs
	Signature of Supe	rvisor
I have	read this report Signature of Emp	noyee
THE ABOVE OFFENCE OF OFFENCES	S HAVE BEEN NOTED AND ARE MADI	A PART OF THE AROVE
FMPLOVEF'S RECORD AS OF THIS D		

Personnel Department

Date